



# ***NEWS RELEASE***

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## ***UNITED STATES SPECIAL OPERATIONS COMMAND***

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*Public Affairs Office  
(813) 828-4600*

*7701 Tampa Point Blvd.*

*MacDill AFB, FL 33621-5323  
Fax: (813) 828-4035*

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### ***FOR IMMEDIATE RELEASE***

## **DOD Approves Retention Initiatives for Special Operations Forces**

**MACDILL AIR FORCE BASE, Tampa, Fla.** – The Department of Defense recently approved a new retention incentive package for Special Operations Forces aimed at maintaining combat readiness and keeping experienced operators in uniform. The initiative uses existing DoD incentive programs including Special Duty Assignment Pay, Critical Skills Retention Bonus, and Assignment Incentive Pay to retain individuals who have years of experience, especially as they become retirement eligible and at the peak of their value to the armed services.

The following retention incentives were approved for U.S. Army Special Forces; Navy SEALs and Special Warfare Combatant Crewmen; Air Force Combat Controllers and Pararescuemen:

- The ranks of E-4 to E-9 in identified USSOCOM billets will receive Special Duty Assignment Pay in the amount of \$375 per month.
- A Critical Skills Retention Bonus will be available to senior enlisted service members (pay grades E-6 to E-9) and warrant officers. Contract amounts are as follows: \$150,000 for six years, \$75,000 for five years, \$50,000 for four years, \$30,000 for three years, \$18,000 for two years and \$8,000 for one year.
- Enlisted members and warrant officers who have more than 25 years of service will receive Assignment Incentive Pay in the amount of \$750 per month provided the member signs an agreement to stay on active duty for at least an additional 12 months.

In addition to the new incentives, the military services will continue to offer SOF service members Selective Re-enlistment Bonuses as needed.

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## **SOF RETENTION 2/2/2**

“Our investment in these professionals is great, and the experience gained through years of service makes them invaluable assets to our nation’s defense. Younger replacements can be trained, but experience is irreplaceable in the current worldwide war on terrorism,” said Lt. Col. Alex Findlay, USSOCOM personnel directorate.

“This retention incentive package is the result of widespread quality-of-life studies, interviews, and town hall meetings with our SOF operators and their families,” said the U.S. Special Operations Command senior enlisted service advisor, Command Chief MSgt. Bob Martens. “Our goal was to better understand what is most important to our people and their families in order to determine what we can do to make us the employer of choice for the long term,” said Martens.

Findlay said the retention initiative is a first step in keeping seasoned SOF warriors in the command in order to maintain personnel combat readiness.

“We cannot win the GWOT without maintaining our warfighting excellence through an unwavering commitment to readiness. The incentives that were approved are great for our senior SOF warriors. However, we will continue to pursue initiatives and programs that cover the complete lifecycle of SOF – from entry to the senior enlisted ranks to ensure we maintain personnel combat readiness now and well into the future.”

Eligible service members can contact their unit personnel centers for more details on the SOF retention incentive package.

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*(News media can contact USSOCOM Public Affairs at (813) 828-4600 for more information.)*